Introduction to Planning

South Pacific Division

Planning Ahead...

P.E.P. TALK

Planning Excellence Program (P.E.P)

Planner Development Levels Defined

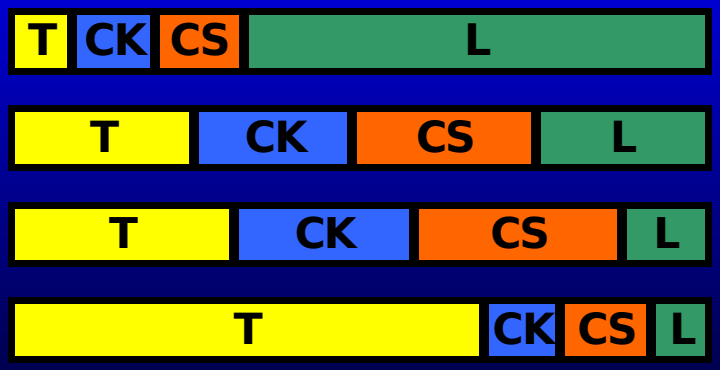
- **Novice** - new member, inexperienced and untrained
- **Apprentice** - learning a craft under a skilled planner
- **Journeyman** - considered to be a “fully functioning” planner
- **Expert** - highly skilled professional, viewed and acts as leader and mentor

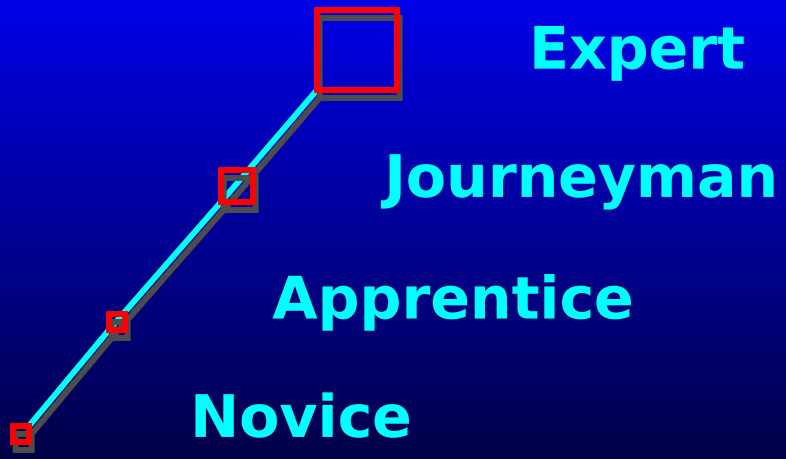
Planner Development Levels Defined

People Skills:

Technical Skills (T)
Career Skills (CS)

Cultural Knowledge (CK)
Leadership Skills (L)





Novice Orientation Plan

- Common, structured development experience to take place in planner's first year
- Includes: three core courses; specific developmental assignments
- Locally funded (except for core course tuition costs)

Novice Orientation Plan

- **Supervisor will introduce basics and conduct an acquaintance tour of the district.**
- **Immediate supervisor and intermediate or senior rater will provide help, guidance mentoring, etc.**
- **Assigned as a member of a reconnaissance study team.**
- **Participate on an independent review team.**
- **Write something substantial.**
- **Deliver at least one presentation or project briefing**
- **Work on a contract action.**

Novice Orientation Plan

- **Work on a study or project involving one of the Corps' research labs.**
- **Participate in the Civil Works budget process and regularly attend District Project Review Board meetings.**
- **Attend three Planner's "core" curriculum training courses.**
- **Participate in at least one public meeting or workshop.**
- **Read selected guidance.**
- **Visit at least four field sites, including a ride on a dredge.**

Fantastic Initiatives

- Planning Core Curriculum Classes (PCC)
- Planning Associates Program (PA Program)
- Leadership Development Program (LDP)
- Mentoring Program
- Masters Program
- CP-18 / ELP / AMSC Programs
- Sub Communities of Practice (COPs)
- Planning Workshop

Planners' "Core" Curriculum

- Provides training for novice and apprentice planners
- Rapid Response Delivery - two courses delivered to each MSC every year
- Delivery of courses was initiated in FY 02
- Two courses are being delivered locally to expedite delivery of the core curriculum

Planners' "Core" Curriculum

- ***Introduction to Planning (Nov 2004)***
- **Economic Evaluations in Planning (2006)**
- **Environmental Considerations in Planning (Au 2005)**
- **H&H Considerations in Planning (2006)**
- **Plan Formulation Workshop (Mar 2005)**
- **Planner Orientation Workshop (2006)**
- **Public Involvement and Teaming in Planning (2006)**

New and Improved!

Planning Associates Program

- **Team learning experience; provides 17 weeks of training; networking; Washington-level contacts.**
- **Mentoring with senior planners in 2 or 3 week blocks over an 8 month period.**
- **Includes classes put on by Headquarters and Divisions.**
- **Program reinitiated in FY03 with 8 participants.**
- **Program in FY05 has been expanded to include 12 participants.**
- **The program is centrally funded.**

SPD Leadership Development Program (LDP)

- **Teamwork and Partnership Learning Experience**
- **Uniform Standard of Training throughout Division**
- **Four-Tier Program**
- **Develops: Interpersonal, Communication, Strategic Understanding, Issue Resolution, Decision analysis, and Facilitation Skills.**
- **Off-Site Sessions**
- **Contact Information:**
  -Henri Langlois (415) 977-8167

- https://corpsinfo.usace.army.mil/spd/ldp/ldp/main.htm

News Flash!

SPD Mentoring Program

- **Brand New for 2005 - 12 Month 2005 Pilot Program**
- **Designed to promote:**
  - Technical Skills
  - Teamwork Skills
  - Leadership skills
  - Career Development
  - *Corps Cultural Awareness*
- **“Shop to You Drop” Website**
- **Contact Person(s)**
  - Kathleen S. Anderson and Catherine M. Shuman (SPL)
  - Tanis Toland and Miki Fujitsubo (SPK)
  - Phillip Boawn (SPA)
  - Joél Benegar (SPN)

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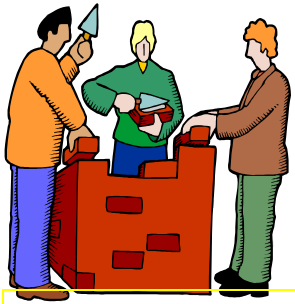
connections knowledge

policy

Steering Committee



Sets up Process **BUT** Semper Gumby

M&M Toolkit (web-based)

Traini ng

education Coaching

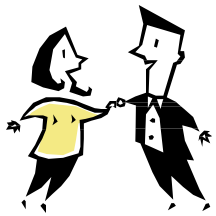
courses

skills abilities guidance

Mentoring

personal growth career development networking opportunities leadership skills

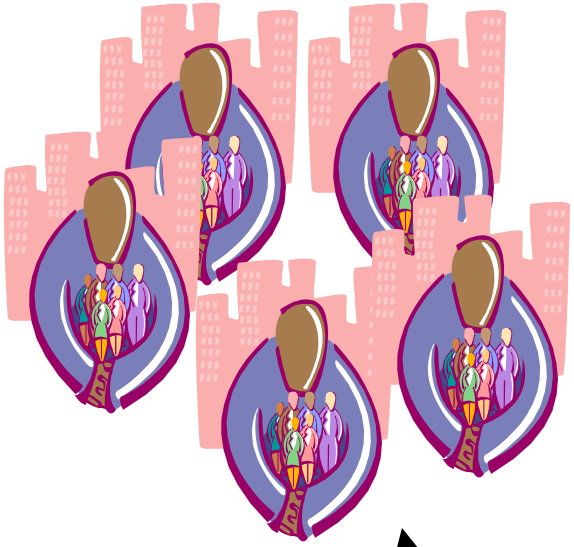
Mentor and Mentee

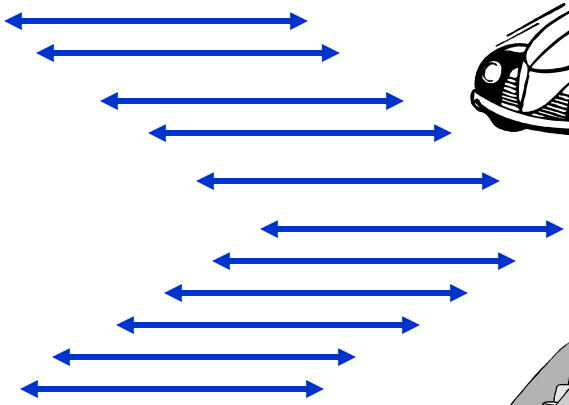


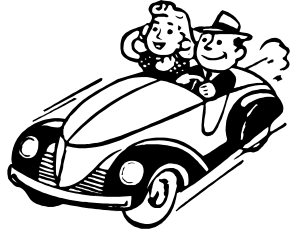
M&M Program

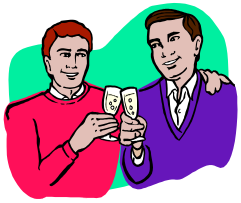
- Template Contra
- Reporting/comm
- Standards/metric
- Lessons Learned
- Reading materia
- Developmental assignments
- Networking Opp
- Hammers & Carrots

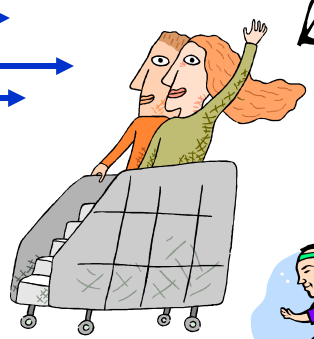
- Toolkit of Resources

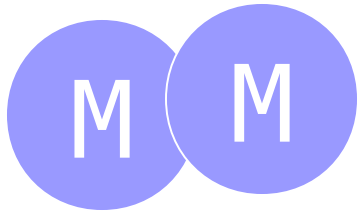


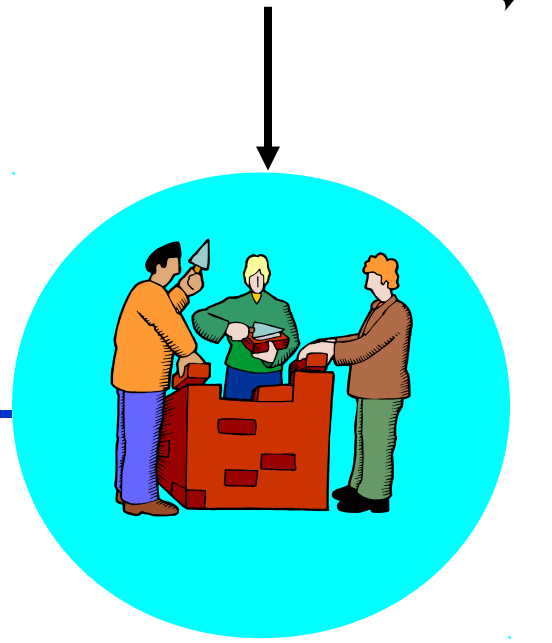












M&M Program

Master Degree Program: Water Resources Planning and Management

- **Developed in conjunction with the Universities Council on Water Resources**
- **Johns Hopkins, Southern Illinois, University of Arizona, and Washington State have programs ready to deliver.**
- **30 Semester hour program at employing office's expense**
- **1 Semester in residence**
- **Masters degree in 15-18 Months**
- **http://www.iwr.usace.army.mil/iwr/planningcapabilities/**

GS-13 Technical Specialists

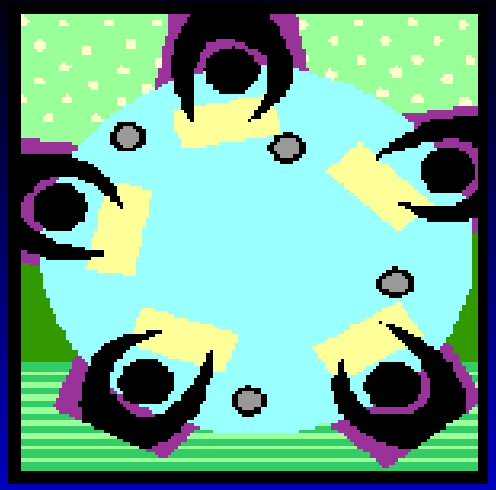
- Needed to provide viable, visible career path comparable to PM, and other technical functions
- GS-13, non-supervisory technical specialist for key planning functions
- At least 25% of assigned duties must be regional

Career Decisions

- **Do I want to be “the boss”?**
  - Challenges, making a difference
  - Technical expert jobs also provide opportunities for high grades without being a supervisor.
- **Do I want to be a career Corps Civil servant?**
  - Stability, Challenges, Variety of Work
  - Water Supply, Navigation, Cultural Affairs, Harbors, Flood Damage Reduction, Environmental Restoration, Environmental Infrastructure
- **Am I willing to move? Can I move?**
  - Two-income families
  - Children in school
  - Location of parents and other family members

Career Advice

- Network
- Volunteer for Tough Jobs
- Seek, Find, Select, and Choose MENTORS
- Make your own Luck
- Take Advantage of Opportunities – you can only plan so much.
- Grow Professionally Outside of the Office:
  - –Take Classes, Teach Classes
  - –Participate in Professional societies.
  - –Read Books, Periodicals, etc.



Planning = Relationships

Questions??